

## MINUTES OF MEETING – SEPTEMBER 5, 2007

### TRAVIS COUNTY COMMISSIONERS' COURT

On Wednesday, the 5<sup>th</sup> day of September, 2007, the Commissioners' Court convened the Budget Markup Voting Session at 9:10 AM in the Commissioners' Courtroom, 1<sup>st</sup> Floor of the Ned Granger Administration Building, 314 West 11<sup>th</sup> Street, Austin, Texas. Dana DeBeauvoir, County Clerk, was represented by Deputy Gillian Porter.

The Commissioners Court adjourned the Voting Session at 12:04 PM.

**Clerk's Note:** Please refer to the FY 2008 Budget Agenda Worksheet for a listing of the Reference numbers located in the Minutes.

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#### (9:10 AM) **REVIEW OF "STATUS OF BUDGET SINCE PRELIMINARY BUDGET WAS FILED"**

**Clerk's Note:** The Court received a status report on the County Budget and reviewed the document entitled: "Status of Budget Since Preliminary Budget Was Filed."

**Members of the Court heard from:** Christian Smith, Executive Manager, Planning and Budget Office (PBO); and Leroy Nellis, Budget Manager, PBO.

Discussion only. No formal action taken.

#### (9:23 AM) **APPROVE CORRECTIONS LIST**

**Clerk's Note:** The Court reviewed the document entitled "Status of Budget Since FY 08 Preliminary Budget Was Filed" containing the recommended line item changes to the Fiscal Year 2008 Preliminary Budget.

**Members of the Court heard from:** Leroy Nellis, Budget Manager, PBO;

**Motion by** Judge Biscoe **and seconded by** Commissioner Gómez to approve the corrections list to the Preliminary Budget.

**Motion carried:**

County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes

(9:24 AM) DISCUSSION FY 08 TAX RATE

**Members of the Court heard from:** Christian Smith, Executive Manager, PBO; Leroy Nellis, Budget Manager, PBO; Susan Spataro, Travis County Auditor; Mike Wichern, Chief Assistant County Auditor, Travis County Auditor’s Office;

Discussion only. No formal action taken.

(9:58 AM) REVIEW TELEVISION SCREENS AND HOW TO TRACK MARK-UP CHANGES AND USE OF THE “PARKING LOT” AS A TOOL FOR DISCUSSION

**Clerk’s Note:** The Court viewed spreadsheets displayed on video screens, which track additions and subtractions to the proposed budget as the Court proceeds with Budget discussions.

**Members of the Court heard from:** Chris Broussard, Business System Consultant, PBO; and Christian Smith, Executive Manager, PBO.

Discussion only. No formal action taken.

(10:05 AM) APPROVE THE PRELIMINARY BUDGET TO ESTABLISH A BASELINE FOR THE BEGINNING OF MARK-UP

**Members of the Court heard from:** Christian Smith, Executive Manager, PBO.

**Motion by** Judge Biscoe **and seconded by** Commissioner Davis to approve the Preliminary Budget to establish a baseline for the beginning of Budget Mark-up.

<b>Motion carried:</b> County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes

(10:07 AM) **Compensation and retiree cost of living**

**Members of the Court heard from:** Christian Smith, Executive Manager, PBO; Alicia Perez, Executive Manager, Administrative Operations; Linda Moore Smith, Director, Human Resources Management Department (HRMD); Bob Vann, Constable Precinct 2; Greg Powell, Business Manager, Local 1624, American Federation of State, County and Municipal Employees (AFSCME); Susan Spataro, Travis County Auditor; Leroy Nellis, Budget Manager, PBO;

**Clerk's Note:** The Court discussed two plans:

- 1) Option A – 4% across-the-board Cost Of Living Adjustment COLA (or a minimum of \$1,200 per employee for employees making less than \$30,000.00 per year), Green-circled Slots to be brought up to new pay grade minimum, 2% Department Flexibility Allocation (to address Performance Based Pay (PBP), Salary Adjustments and Compression), and funding the FY '06 and FY '07 Market Salary Surveys.
- 2) Option 2 – 3% across-the-board COLA (or a minimum of \$1,200 per employee for employees making less than \$30,000.00 per year), Green-circled Slots to be brought up to new pay grade minimum, 3% Department Flexibility Allocation (to address PBP, Salary Adjustments and Compression), and funding the FY '06 and FY '07 Market Salary Surveys.

**Motion by Commissioner Gómez and seconded by Commissioner Eckhardt that we:**

- 1) Take the Green circle Employees first, make them whole according to the definition that Alicia Perez, Executive Manager, Administrative Operations has read out, bring them up to minimum to meet the market;
- 2) Fund the Market Salary Studies of 2006 and 2007;
- 3) Commit to fund the Market Salary Survey of 2008, and;
- 4) Then add the COLA, 4%.

**Clerk's Note:** The Court did not Vote on the Previous Motion.

**A Clarification of the previous Motion was requested by Commissioner Daugherty** on whether the Motion intended not only to do the 4% COLA but do the 2% PBP also.

**A Clarification of the previous Motion was made by Commissioner Gómez** that the Standing Motion will only include the 4% COLA.

**ITEM “Compensation and retiree cost of living” CONTINUED**

**A Substitute Motion was made by** Commissioner Davis that we support the Green-circle portion of the Motion. The Motion also would include looking at the market adjustment for '06 and '07, and also, lastly, the COLA would be divided up into 3% COLA and 1% PBP.

The Substitute Motion failed for lack of a second.

**A Clarification of the original Motion was made by** Judge Biscoe that we fund the Green-Circle, and we understand that to be \$1.47M, then we do the General Market Adjustment, then we do the 4% COLA.

**A Substitute Motion was made by** Commissioner Eckhardt **and seconded by** Commissioner Davis to:

- 1) Fund Green-Circle first;
- 2) Market Adjustment for 2006 and 2007 next;
- 3) 3.5% COLA, and;
- 4) Department flexibility allocation of 2%.

**An Addition to the Previous Motion was made by** Commissioner Eckhardt to make a commitment to fund the 2008 Market Salary Survey.

**Acceptance of the Addition was made by** Commissioner Davis.

<b>Motion carried:</b> County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes



(11:32 AM) **Compensation – Travis County Sheriff’s Office**

**Members of the Court heard from:** Alicia Perez, Executive Manager, Administrative Operations; Linda Moore Smith, Director, HRMD; Brett Spicer, Travis County Sheriff’s Office; and Susan Spataro, Travis County Auditor

**Motion by Judge Biscoe and seconded by Commissioner Davis** to approve the POPS (Peace Officer Pay Scale) pay scale proposal, and the next scale review would be for the year 2011. There would be the 2% annual increases on the anniversary date that would be effective 2008, 2009, and 2010, and any other movement within the scale based on the career ladder schedule.

**Motion carried:**

County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	no
Precinct 3, Commissioner Gerald Daugherty	no
Precinct 4, Commissioner Margaret J. Gómez	yes

**Clerk’s Note:** The Court noted that the date of implementation would be announced at a later date.

(11:47 AM) **Compensation – Constable POPS**

**Clerk’s Note:** The Court discussed a request for a 7.5% raise for all Constables on the non-TCSO POPS.

**Members of the Court heard from:** Bruce Elfant, Constable, Precinct 5; and Bob Vann, Constable Precinct 2.

**Motion by Judge Biscoe and seconded by Commissioner Gómez** to approve the 7.5% request.

**Motion carried:**

County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes

**Clerk’s Note:** The Court noted that the Constables who do not belong to the non-TCSO POPS would receive the same compensation package as rank and file employees.

(11:53 AM) **Compensation – Supplement for Civil Process Certified Officers – Constables** (Reference #PBO1)

**Members of the Court heard from:** Bruce Elfant, Constable, Precinct 5; Alicia Perez, Executive Manager, Administrative Operations; and Bob Vann, Constable Precinct 2.

**Motion by** Commissioner Eckhardt **and seconded by** Commissioner Gómez that Civil Process Certified Constables and Officers all get soft pay for proficiency.

**Motion carried:**

County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes

**Clerk’s Note:** The Court discussed the Certified Constables from Precinct 2 receiving the Civil Process Certified Officers proficiency pay.

**Motion by** Judge Biscoe **and seconded by** Commissioner Gómez that the Constables from Precinct 2 be included.

**Motion carried:**

County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes

(11:57 AM) **Compensation – Park Rangers and Investigators**

**Members of the Court heard from:** Alicia Perez, Executive Manager, Administrative Operations.

**Motion by** Judge Biscoe **and seconded by** Commissioner Davis to put them in the same place as rank and file employees.

**Motion carried:**

County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes

(11:59 AM) **Allow District Judges to Increase County Auditor’s Salary within budget constraints per 08/01/2007 letter.** (Reference #New1)

**Members of the Court heard from:** Leroy Nellis, Budget Manager, PBO.

**Motion by** Judge Biscoe **and seconded by** Commissioner Gómez that we approve the Judges’ request for the Auditor, and also that we approve the Purchasing Department employees to be treated the same as the other Travis County employees, that would be that same 5.5%.

**Motion carried:**

County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes

(12:00 PM) **Compensation – Park Project Workers and School Crossing Guards**  
(Reference # 311 and 312)

**Clerk’s Note:** The Court discussed funding for the federally mandated mid-year increase for the Park Project Workers and School Crossing Guards.

**Members of the Court heard from:** Joe Gieselman, Executive Manager, TNR; Carol Joseph, Assistant Director, TNR; and Jessica Rio, Budget Analyst, PBO.

**Motion by** Commissioner Davis **and seconded by** Commissioner Gómez to approve the funding.

**Motion carried:**

County Judge Samuel T. Biscoe	yes
Precinct 1, Commissioner Ron Davis	yes
Precinct 2, Commissioner Sarah Eckhardt	yes
Precinct 3, Commissioner Gerald Daugherty	yes
Precinct 4, Commissioner Margaret J. Gómez	yes

(12:01 PM) **Update**

**Clerk’s Note:** The Court discussed the possible course of action for the next Voting Session on Thursday, September 7, 2006.

**Members of the Court heard from:** Christian Smith, Executive Manager, PBO.



